



STATE OF VERMONT

Workforce Investment Act

2013 Annual Report

July 1, 2013 through June 30, 2014

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network



**The Honorable Peter Shumlin
Governor
State of Vermont**

**Anne Noonan
Commissioner
Vermont Department of Labor**

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Workforce Development Director**



**PY 2013 WIA Annual Report Narrative
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INTRODUCTION

The Vermont Department of Labor (VDOL) has statutory responsibility to promote the well-being and economic interests of Vermont's business and workforce community. We are engaged with Vermont employers to help them prosper and grow their businesses, create new jobs, and market our priority economic sectors to compete in the global economy. A key role for the VDOL is to utilize our program and staff resources to develop and maintain a high-skilled workforce to meet Vermont's hiring needs of today and tomorrow. We provide accurate and timely labor market information to the public, employers, incumbent workers, job-seekers, students, lawmakers, researchers and planners to assist with strategic and successful decision-making.

In Vermont Governor Peter Shumlin's Statewide Strategic Plan, he outlined the first priority goal to: *"Create a brighter economic future for Vermonters by raising incomes, growing jobs, improving job training, strengthening our local foods-based agriculture, and improving our quality of life."*

http://aoa.vermont.gov/sites/aoa/files/S-W%20Strategic%20Plan%20Final%20V5_Dec_17_2012.pdf

This goal was adopted after discussions with key departments, including VDOL, and closely mirrors the Vermont Department of Labor's own strategic plan goals, to wit:

"Help workers achieve permanent jobs with livable wage and benefits, and engage in continuous learning to remain competitive for the jobs of the future, aligning with the workforce needs of Vermont employers. Promote programs, policies, information and legislation that support economic growth and competitive advantage for Vermont businesses and job creation in Vermont. Promote and enforce policies and laws to ensure that Vermont's workplaces are safe, healthy and respectful. Provide program and economic support to Vermonters who are unemployed or seeking new career options, with a focus on populations who face greater employment barriers."

The Governor's vision for workforce development focuses on creating jobs in key economic sectors, opportunities and incentives for the workforce to grow and prosper in Vermont.

- Key goals:
 - Coordination of the State's economic development, workforce development and education systems
 - Increased state funding for post-secondary education, training and loan forgiveness
 - Coordination and expansion of workforce development activities
 - Increased career awareness and exploration in secondary and post-secondary schools

- Building a strong internship and other work experience activity for students at all levels, strengthening the workforce pipeline for Vermont employers
- Focusing on key economic sectors identified for real growth in Vermont
- Increased support for entrepreneurship and job development

In VDOL's plan, we outline various strategies to achieve this goal, including, but not limited to the following.

- ◆ Provide opportunities for education, training and skill development for Vermont's unemployed, under-employed, incumbent workers, students and recent graduates that will prepare them to succeed in a knowledge-based economy, including occupations in high demand, and in emerging and priority sectors.
- ◆ Help workers who are in low-wage or declining occupations, dislocated or who face employment barriers to develop skills or re-tool their skills to secure better jobs with good wages and benefits.
- ◆ Promote and assist business growth and development, job creation, career and wage advancement, and programs and policies that advance a brighter economic future for Vermonters.

A key priority for VDOL is to help eliminate or "shorten" the skills gap that exists for many workers. With our partner organizations, VDOL has been able to better align our economic development initiatives and workforce initiatives and resources, through (1) legislation in the Spring of 2104, S.220/Act 199, Workforce Education and Training, <http://leg.state.vt.us/docs/2014/Acts/ACT199.pdf> which states that *"the Commissioner of Labor to be the leader of workforce education and training in the State and articulates the associated responsibilities of the position; requires state agencies to provide information and coordinate any workforce education and training with the Vermont Department of Labor; directs the Commissioner of Labor and Secretary of Commerce to submit proposals by November 1, 2014 regarding best practices for the Workforce Education and Training fund and the Vermont Training Program; directs the Commissioner of Labor to study and report on expanding internship opportunities for 15–18 year olds; creates a state-funded, postsecondary loan forgiveness program for Vermont residents who graduate from Vermont postsecondary institutions and take a job in Vermont in an economic sector designated by the Secretary of Commerce and the Commissioner of Labor as critical to the Vermont economy; and creates an internship program for Vermont residents or students at Vermont postsecondary institutions to build experiential opportunities for students and the workforce available to Vermont employers"*,

And,

(2) VT Agency of Commerce's Comprehensive Economic Development Strategy, at <http://accd.vermont.gov/sites/accd/files/Documents/business/CEDS/VT%202020%20CEDS.pdf> which states, *"The Department of Labor and the Department of Economic Development in collaboration with Regional Development Corporations and other partners will develop and apply a survey of Vermont businesses to better understand the needs of employers with respect to specific skills that are currently lacking in the Vermont workforce. The mismatch between worker skills and employer requirements has been a major issue raised*

during the CEDS process. Compiling the anecdotal evidence into a systematic assessment will help us to strengthen the activities that are designed to help link workers and good jobs. The initiative will improve workforce training results and improve the ability of young workers (and those seeking career changes) to identify jobs or skill development that meet their career objectives; and Coordination of Training Programs. The Department of Labor in consultation with other state agencies will begin to establish an integrated system of workforce education and training for Vermont. The system will include an inventory of the workforce training and education programs in place, benchmarks of success, and the long-term goals for future workforce training and education activities. This initiative will be informed by the ongoing results gathered from the Workforce Skills Needs Assessment as one mechanism to ensure the connection between employer needs and the delivery of services to Vermont workers”.

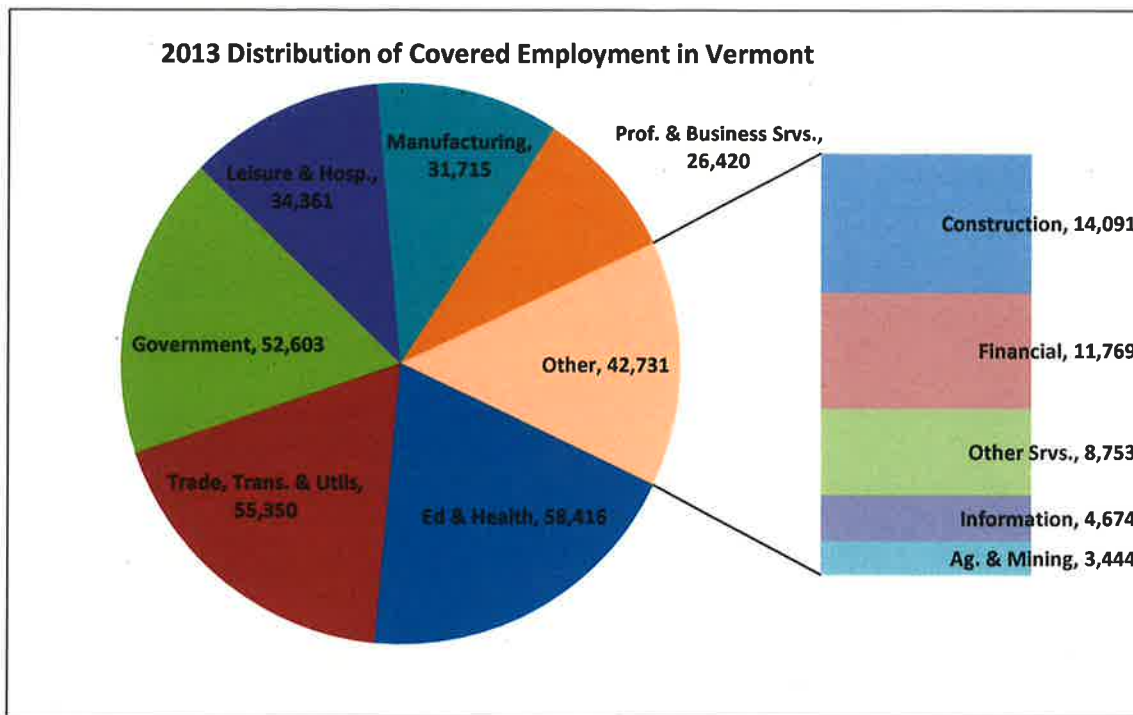
The Vermont Department of Labor’s highlights of several accomplishments this year, include, but are not limited to:

- VDOL has made job training and opportunities more accessible through our recently revamped website, <http://labor.vermont.gov/> , our highly-acclaimed labor market info portal <http://www.vtlmi.info/> and our updated job-search system Vermont JobLink <https://www.vermontjoblink.com/ada/>
- VDOL continues to develop and refine the work we do with “at-risk” youth, providing comprehensive case management activities and rewarding and creative summer youth employment opportunities.
- **Employer Partnerships.** Vermont is aggressively working with employers to identify current and upcoming job openings (note our “Make Vermont Home” project summary), and prepare the workforce for those jobs with special attention to priority populations (including veterans, unemployed, under-employed, those facing employment-barriers, youth, low-income adults, mature workers, etc.) For example, Vermont’s Workforce Development Division in partnership with Vermont HITEC www.vthitec.org/ coordinated with specific businesses to offer training, OJTs and apprenticeship opportunities. The partnership and strategy has led to the employment of many Vermonters in medical, manufacturing and IT occupations in partnership with employers including, but not limited to, Dartmouth-Hitchcock Medical Center, Vermont Information Processing, Hypertherm, and Husky Manufacturing (which also included a high-school and college students’ paid, internship program that has committed to taking on new students each year and allowing prior participants to return for additional internship experience); VDOL and HITEC launched a new initiative with Precyse for new job opportunities, which may bring hundreds of additional job openings for Precyse in Vermont. http://www.precyse.com/resources/11_12_14_Precyse_HITEC_FINAL.pdf , and http://apply.vthitec.org/PRECYSE1/LargeForm/steps/program_announcement.asp
- VDOL received a NEG-JD Grant of approximately \$1.5 Million in partnership with Vermont HITEC to train and employ long-term unemployed Vermonters.

- **Re-Employment Assessment.** Our twelve AJCs also house VDOL's Unemployment Insurance Re-Employment Assessment (REA) specialists who work closely with our Labor Exchange and WIA case management staff. The partnership between our Unemployment Insurance and Workforce Development staff is recognized as a successful model that has had positive impacts on Vermont's average UI duration.
- This year VDOL was asked by Vermont's Agency of Human Services (Economic Services Division) to administer and run the state's SNAP E&T program. VDOL received nearly \$1M in funding from ESD to support the work of the ABAWD staff working from our 12 AJCs. VDOL staff was asked to develop an operational model and goals that would bring AHS/ESD into federal compliance, attain better outcomes for program participants. The implementation of the Snap E&T program provided another entrance point for TANF recipients to access training opportunities offered by the WIA Adult program.
- VDOL is in charge of the Vermont Career Internship Program – a statewide effort to match high school, college students and recent grads with internship opportunities. The Department of Labor, through S. 220, will lead this effort. VDOL is working with Vermont's colleges and university systems to establish credit for prior learning experiences and for internships.
- **Partnerships.** VDOL has been engaged with other partners (state and local government entities, regional development corporations, workforce investment boards, business and labor leaders, for example) to identify employers and industries that may be struggling and offer assistance to avoid dislocation or closings, as well as to provide support for growth and new markets.

VERMONT Demographics, Vermont and the Burlington area

- Vermont is a small state with a population of 626,630. Its capital, Montpelier, has a population of 7,755. Burlington, located in the northwest region, is the largest city with 43,000 residents, but the larger Burlington area (Chittenden County) has a population of 158,500. Burlington is the one significantly urban and suburban county in the state, with the rest of Vermont being mostly rural.
- The Vermont economy is quite diversified which lessens the impact of national economic cycles. Six key economic sectors comprise 85.8 percent of Vermont's covered employment. These sectors include: Private Education & Health Services (19.4%), Trade, Transportation & Utilities (18.4%), Government & Public Education (17.4%), Leisure & Hospitality (11.4%), Manufacturing (10.5%) and Professional & Business Services (8.8%). With a statewide unemployment rate of 4.1%, Vermont is consistently ranked towards the top for states with the lowest unemployment rate.



- Statewide occupational projections for 2012–2022 show that over 70 percent of projected job openings will be from replacement jobs, with the remainder being new jobs resulting from industry growth. The occupations with the highest projected growth are related to health care and social services.

The Vermont Labor Force

The Vermont labor force is well-educated. Vermont has high rates of completion for high school and post-secondary education. Vermonters have higher than average labor force participation rates – a metric positively related to educational attainment. The incidence of multiple job-holders in Vermont is also high relative to national averages. Vermont is proud to have high rates of military service at over two times the national incidence rate.

While these facts present themselves as opportunities, the State is not without its challenges. Vermonters rank as the second oldest state population in the country. In addition, the birthrate in the state is consistently one of the lowest. These factors could potentially limit economic growth in the future. Statewide occupational projections for 2012–2022 show that over 70 percent of projected job openings will be from replacement jobs, with the remainder being new jobs resulting from industry growth. The occupations with the highest projected growth are related to health care and social services which will be integral in the care of our aging population.

The Vermont Department of Labor’s activities impact the day-to-day lives of Vermonters through the programs that we administer, the laws that we enforce, and the assistance that we provide to the

workforce and the employer communities. While our immediate focus in this still-troubled economy is to help create jobs and get Vermonters back to work, in the long-run we strive to be part of the engine and solution that moves Americans to achieve economic security for themselves and their families, to alleviate the destruction and despair of poverty, and to help each person find fulfillment in their working lives and security in their retirement years. We trust that Vermonters share a hope and vision for our nation's economic recovery: that it will be strong and vibrant in the years ahead and include all Americans in its gains and opportunities.

On behalf of the VDOL staff, I am pleased to offer this year's Annual Workforce Investment Act Report.

Anne M. Noonan
Commissioner

EMPLOYER SATISFACTION

Of the 1652 employers eligible for the 2013 survey, 1210 employers were included in the sample. Sample employers completed the survey resulting in response rate of 53.6%. Based on the survey results, employer satisfaction scores indicated a 72.06% satisfaction rate, down slightly from the 2012 satisfaction score of 75%. Survey showed increased satisfaction with job referrals of qualified candidates to AJC job listings.

CUSTOMER SATISFACTION SURVEY

The task of conducting WIA Customer Satisfaction surveys was once again granted to The Center for Social Science Research Center at St. Michael's College in Colchester, Vermont. The center conducted the survey by phone; as noted in last year's narrative, the number of participants was impacted by outdated telephone numbers, particularly for participants in the Youth program. With Vermont's transition to a new MIS system, Vermont expects to improve its survey participation by more effectively capturing participant contact information and expanding survey methods to include email and US Postal Service contact.

Based on these results VDOL continues to focus on job referral and the placement process by implementing best practices and continued professional development.

STATE MIS SECTION

Labor Exchange and TAA

VDOL has been using Vermont Job Link (also known as VJL, (www.vermontjoblink.com) for Labor Exchange and TAA for many years as a self-hosted state. In late May 2014, hosting of the site and all technical responsibilities were transferred to America's Job Link Alliance (AJLA) in Kansas (AJLA now is responsible for the maintenance of VJL and upgrades to the system as they are released to the consortium of participating states.

WIA Conversion Project

In December 2013, VDOL began the conversion of WIA data from the existing system (IDEM) to VJL's Deploy site (for testing and training WIA info).

The conversion process requires verification of information currently in IDEM and transferred to VJL (service start dates, end dates, WIA outcomes, payment records, wage records, etc.). As of August 2014, we have identified and corrected most of the data conversion issues.

An in-depth conversion process includes testing the reports generated from VJL Deploy against the reports VDOL has generated from the existing system (IDEM). As of May 2014, all reporting discrepancies had been identified and corrected in the conversion extract. This task was to ensure that info that VDOL was reporting from IDEM directly matches the reports generated in VJL's Deploy (testing and training) site, assuring that performance for converted WIA cases is precise.

In May 2014, all WIA case managers, grant managers and VDOL leadership attended a day and a half training conducted by the AJLA training team in a computer setting, so that participants could learn the new software system. The training event elicited many good questions from staff regarding possible software changes as well as policy/procedure questions.

Cost of Workforce Investment Activities

PY 2013 Cost per Participant –

All Programs Equals \$3,613

All Program Expenditures	\$4,689,754
All Program Participants	1298

PY 2012 Cost per Participant –

All Programs Equals \$3,377

All Program Expenditures	\$4,225,094
All Program Participants	1251

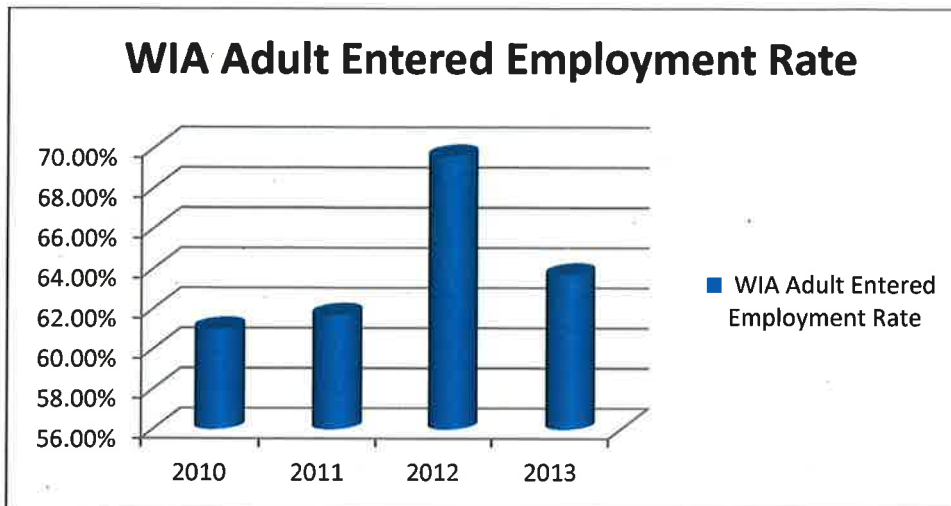
The overall program expenditure increased by \$464,660, with expenditure per individual increasing by \$236.

Program Year 2013 Results - State of Vermont

Statutory Measures	Vermont Department of Labor		Failed, Met or Exceeded Goal
	Negotiated Goals	Actual Results	
	PY 2013	PY 2013	
WIA Adults			
Entered Employment	71.30%	63.71%	Met
Retention	78.00%	83.82%	Exceeded
Avg Earnings	\$13,800	\$ 10,859.00	Failed
Credential	53.7%	47.79%	Met
WIA Dislocated Workers			
Entered Employment	85.50%	75.23%	Met
Retention	92.60%	85.71%	Met
Avg Earnings	\$15,700	\$ 16,482.00	Exceeded
Credentials	61.50%	41.77%	Failed
WIA Older Youth			
Entered Employment	50.00%	42.31%	Met
Retention	75.00%	82.76%	Exceeded
Earnings Change	\$ 2,523.00	\$ 3,125.00	Exceeded
Credentials	32.60%	33.33%	Exceeded
WIA Younger Youth			
Goal/Skill Attainment	70.10%	71.74%	Exceeded
Diploma Attainment	50.00%	42.86%	Met
Retention	50.00%	48.54%	Met
Customer Satisfaction			
Participants	80.00%	74.93%	Met
Employers	80.00%	72.06%	Met
W-P Labor Exchange (LEX)			
Entered Employment	61.00%	63.00%	Exceeded
Retention	81.00%	82.00%	Exceeded
Avg. Earnings	\$ 14,000.00	\$ 12,765.00	Met

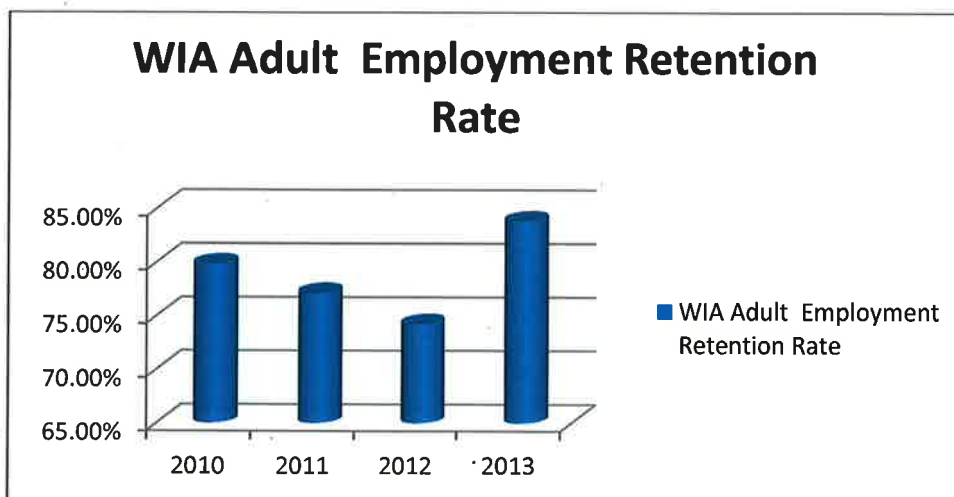
PY 2013 WIA PROGRAMS

ALTERNATIVE EFFICIENCY MEASUREMENT INDICATORS



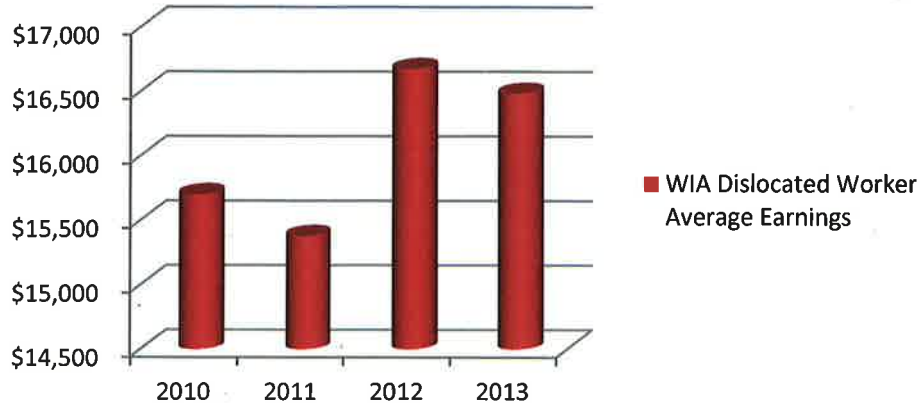
WIA Adult Entered Employment Rate bar graph

While dropping slightly from PY 2012 to PY 2013 (69.6% to 63.71%), Vermont's Adult Entered Employment Rate saw improvement from the 2010 and 2011 levels of 61% and 61.7% respectively.



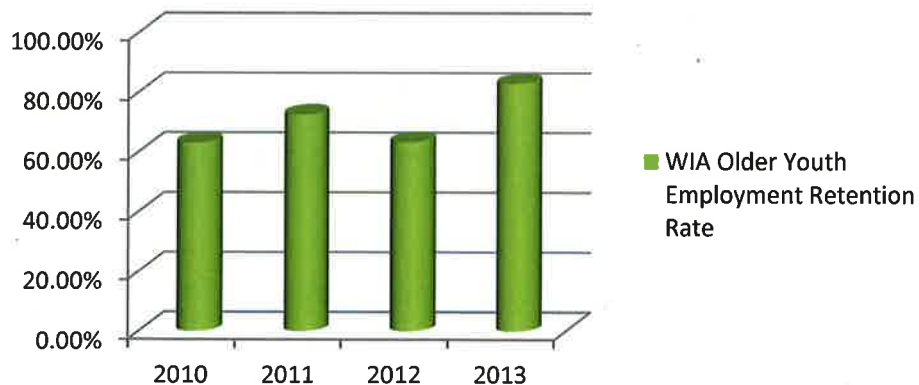
The WIA Adult Employment Retention Rate saw a marked increase between PY 2012 and PY 2013 (74.2% to 83.82%) – an increase of 9.32%.

WIA Dislocated Worker Average Earnings



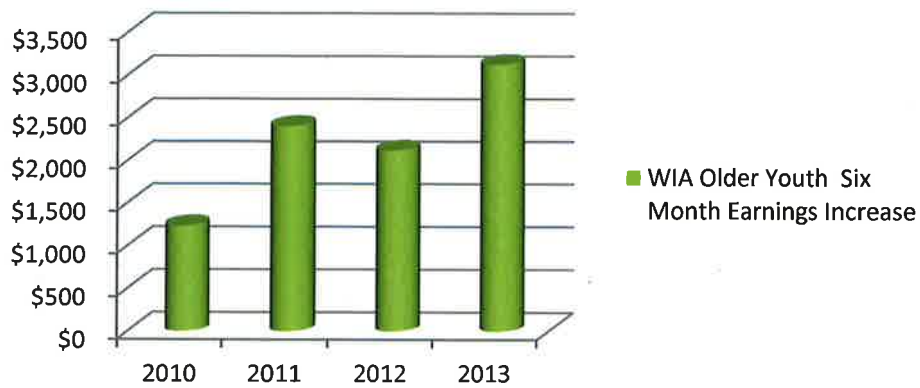
PY 2013's results for DLW Average Earnings shows only a slight decrease from PY 2012 (\$16,482 to \$16,673), up from PY 2010 and PY 2011 levels of \$15,701 and \$15,379 respectively.

WIA Older Youth Employment Retention Rate



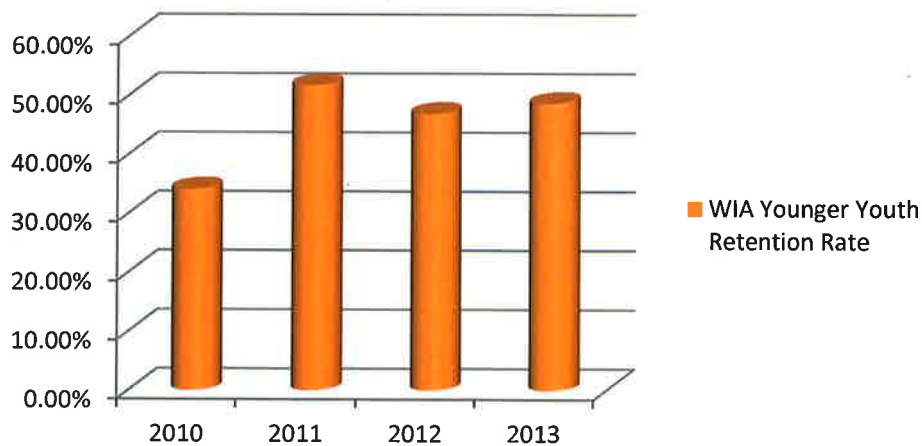
Vermont's WIA Older Youth Employment Retention Rate saw an increase of 19.56% from PY 2012 to PY 2013 (63.2% to 82.76% respectively).

WIA Older Youth Six Month Earnings Increase



Vermont also showed gains in the Six Month Earnings Increase category for Older Youth. Between PY 2010 and PY 2013, an increase of \$1,889 was recorded for this category (\$1,236 in PY 2010, \$2,000 in PY 2012, and \$3,125 in PY 2013).

WIA Younger Youth Retention Rate



Vermont also saw an increase in the WIA Younger Youth Retention Rate from PY 2012 at 46.8% to PY 2013's rate of 48.52%.

ASSURANCE THAT ALL REQUIRED ELEMENTS IS MEASURED AND REPORTED UNIFORMLY.

All workforce development employees in Vermont are State employees reporting directly to the Director of Workforce Development assuring consistency and uniformity in services and reporting.

INFORMATION ON PARTICIPANTS IN THE WORKFORCE INVESTMENT SYSTEM.

Participant Information is included in the above charts and in the following program narratives.

PY 2013 WAIVERS.

1. Waiver of WIA Section 134(a) (1)(A) to permit a portion of the funds reserved for Rapid Response activities to be used for incumbent worker training.

Vermont received approval of this waiver in 2013. Under this waiver, Vermont is permitted to use up to 10% of Rapid Response funds for incumbent worker training as part of a layoff aversion strategy. The waiver request is consistent with the national policy direction to develop a workforce system that is responsive to the demands of both individual and employer customers. In addition, the waiver supports a key priority of the Governor to close the "skill gaps" between job vacancies in the state and the available workforce through better alignment of public investments with regional data on employer need.

2. Waiver of Section 134 (a)(3) to permit use of portion of local funds for incumbent worker training.

Vermont received approval for this waiver in 2013. Under this waiver, Vermont is permitted to use up to 10% of local Adult funds for incumbent worker training to serve lower income adults as part of a layoff aversion strategy. Vermont's incumbent worker program will provide employers with a means to train current employees to improve their skills and avoid layoff by an employer at risk of downsizing or closing.

The Vermont Department of Labor has not implemented the waiver and continues develop policies for full implementation.

3. Waiver of Section 133 (b)(4) to increase the allowable transfer of Adult and Dislocated Worker funding streams.

Vermont received approval of this waiver in 2013. Under this waiver, Vermont is permitted to transfer up to 50% of funds between the Adult and Dislocated Worker funding streams. Such flexibility would enable Vermont to better serve the needs of its customers, and would heighten the State's ability to respond to changes in the local market.

VDOL has not transferred any funds between WIA adult and Dislocated Worker streams. However, we are expecting one major dislocation in PY 2014 and may need funds from the adult WIA stream to dislocated worker services.

4. Waiver of WIA Section 101 (31)(B) to increase the employer reimbursement for on-the-job training.

Vermont received approval of this waiver in 2013. Under this waiver, Vermont is permitted to increase the employer reimbursement for on-the-job training through a sliding scaled based on the size of the business as follows:

- a. Up to 90% for employers with 50 or fewer employees
- b. Up to 75% for employers with 51-250 employees or
- c. For employers with more than 250 employees, the current statutory requirement of up to 50% will continue to apply

A graduated scale of reimbursement will create more incentive for small employers to participate in OJT's that result in high-skill, high-demand and/or high wage attainment.

The Vermont Department of Labor has not implemented the waiver and continues develop policies for full implementation.

5. Waiver of WIA Section 123 that requires that providers of Youth program elements be selected on a competitive basis.

Vermont received approval to continue this waiver in 2013. Under this waiver, Vermont is permitted to allow its American Job Centers to directly the following youth program elements: supportive services, follow-up services, and work experience. Vermont continues to need this waiver to accommodate the unique and challenging characteristics of a rural state. This waiver facilitates a more stream-lined approach to case management by allowing providers of youth framework services to provide personal attention on a consistent basis to each youth

as they access many different programs available for education and training. The youth participants continue to be the ultimate beneficiaries of this waiver.

6. Waiver of the provision at 20 CFR 663.530 that prescribes a time limit on the period of initial eligibility for training providers.

Vermont received approval to continue this waiver in 2013. Under this waiver, Vermont is allowed to postpone the determination of subsequent eligibility of training providers. It also allows Vermont to provide an opportunity for training providers to re-enroll and be considered enrolled as initially eligible providers.

Due to the rural nature of Vermont and the limited pool of local training providers, this waiver continues to allow Vermont to retain currently approved eligible training providers for most youth and adult program services. The waiver also assists Vermont in developing a more efficient and cost effective workforce system while providing a wider range of options to Vermonters.

7. Waiver of the WIA regulations at 20 CFR 666.100 to exempt the state from including credential attainment outcomes for participants enrolled in on-the-job training in the credential performance measure calculations.

Vermont received approval for this waiver in 2013. Under this waiver, Vermont WIA participants enrolled in an OJT are exempt from the performance measure calculations for credential attainment. The waiver has provided Vermont greater flexibility in 2013 by greater responsiveness to the needs of employers and Adult and Dislocated Worker participants by developing OJT's based on local industry, business or worksite needs without negatively impacting WIA performance for credentials. Vermont is working towards converting to a new MIS, Vermont Job Link, which has the ability to identify those participants enrolled in an OJT and exclude them from the Quarterly Reports. Vermont understands that eDRVS does not have programming to accommodate states with this waiver and has therefore submitted detailed information in the Comments section of the 4th quarter report (6-30-14) identifying how many Adult and Dislocated Worker participants should have been excluded in the Adult and Dislocated Worker Employment and Credential measure. The information is as follows:

Adult Employment and Credential Measure, 4 quarter cumulative.

VJL programming: 54 numerator, 113 denominator = 47.79%

eDRVS: 62 numerator, 135 denominator = 45.9%

Impact with the OJT credential waiver:

8 excluded in the numerator

22 excluded in the denominator

1.89% higher outcome with the OJT waiver

DLW Employment and Credential Measure, 4 quarter cumulative.

VJL programming: 33 numerator, 79 denominator = 41.77%

eDRVS: 37 numerator, 96 denominator = 38.5%

Impact with the OJT credential waiver:

4 excluded in the numerator

17 excluded in the denominator

3.27% higher outcome with the OJT waiver

ADULT WIA

The VERMONT DOL AJCs provide core, intensive and training services to eligible program participants through our statewide network of AJCs in our 12 regional areas (aligned with key partners' service areas to ensure coordination between Labor, Economic Services/TANF, Vocational Rehabilitation, Student Assistance Corporation, Community Colleges, and other social service support and training providers). VERMONT DOL's AJC in Burlington served nearly 30,000 adult participants during program year 2013.

Eligibility for Adult WIA services is determined by considering factors that include but are not limited to income, little or no work history, or receive SNAP benefits. Other barriers to employment include individuals with special limitations, and those under the supervision of Corrections. An assigned VDOL Case Manager conducts an assessment of the participant to determine what type of training assistance is necessary to move that individual to employment. The Case manager works closely with the participant throughout the training period to mitigate any problems that come up and to ensure success. VDOL gives a priority of services to those receiving TANF or those determined to be low income.

From the Newport office

J. was referred to me in October of 2013 by his parole officer for help with funding for CDL training. J's criminal past made him ineligible for VSAC non-degree grant funding, and therefore, he needed full tuition assistance. J was on parole for a Felony Burglary charge for which he was found guilty in 2009. He had been in and out of jail for violating his conditions of release, but had not "been in trouble" for nearly two years. The bulk of his employment history was comprised of under the table

jobs working in the woods. He was a food stamp recipient and owed back child support. After struggling with a speech and language processing disorder, J had dropped out of high school early in his high school career.

J was quick to complete every task that I assigned to him. He obtained a letter of intent to hire from Northern Gas Transport, a local employer. I confirmed with his parole officer that he was in support of the plan. His training started in November, but due to a family emergency, he was not able to complete the training in his first attempt. But, since the issue was out of his control and J was proving to be a solid student, the training provider allowed him to come back for the next session of class. J was able to successfully complete training and obtained his class A CDL on February of 2014. He started full-time work with Northern Gas Transport in March. In the first quarter after completing training, he earned more than \$8,000 – more than his entire legitimate employment wage records combined!

From the St. Johnsbury Office

D lost his job in December 2012 at age 46, after twenty years working as a Recovery Specialist in Delaware and New Jersey. He was previously an Aircraft Armament Systems Specialist for the United States Air Force, making great contributions to our country. He entered the New Jersey labor market as a hard working professional with many transferable skills to offer. A year later, amidst a struggling economy, D decided to move home to VT in hopes of a fresh start.

Determined and eager to make a positive change, he focused his energies on the labor market. While searching for work, he discovered numerous companies throughout the country were in need of CDL drivers. Having family exposure to the industry as a child, D knew the pros and cons of a trucking lifestyle. At this point in his career, he did not want to be rooted to any particular location, so entering into this field would allow him the opportunity to travel, meet new people and really see the country. It was a perfect fit.

With a goal in mind, D made his way to the Department of Labor for assistance melding his dream into a feasible plan. He made an appointment to meet with a Career Development Facilitator in June, 2014 and was determined eligible for services under the Workforce Investment Act (WIA). With a matching skills analysis and promise of full time employment, D began his CDL Class A training with Giroux General Transport in July, 2014. The training was accomplished just 40 miles from his home. All expenses were covered through a partnering of VSAC and VDOL funding. Within days, he was hired for full time employment with Knights Transportation of Columbus, Ohio.

Today, D is “living the dream” so to speak. Feeling accomplished and finally seeing the country after years spent in an office, D has made a successful return to employment in a self fulfilling career.

A, a 20 year old single mom, was referred to the Department of Labor in February of 2014 by her TANF case manager. She had departed her management position at Subway six months prior due to the birth of her daughter. With a limited work history and lack of skill diversity, A found her quest for adequate employment to be extremely difficult.

Upon graduating from high school, she had hoped to become a LNA. However, her finances and lifestyle had never quite aligned to allow her to reach her goal. A completed several career assessments with the Department of Labor and was asked to research the local labor market to determine where she might work after obtaining the credential. She was able to locate numerous employers within a 25 mile radius of her home who were hiring LNA's.

With the financial support of the WIA program, A was able to enroll in a three month LNA class at the River Bend Career and Technical Center. In June 2014, she obtained her LNA certificate and VT State LNA licensure. Her instructor wrote, "You are awesome and a great LNA – I loved having you in this program."

A obtained full time employment as an LNA on June 9, 2014 and is now touching the lives of many. Her new long term goal is to become an RN. Ashley's passion and skills within the field are to be commended.

On-the-Job Training

OJTs permit eligible individuals who are unable to secure a job, to be placed in an OJT with a company for whom they are interested in working. OJTs provide reimbursements to employers to help compensate for the costs associated with skills upgrade training and loss of production for newly hired employees. OJT employers may receive up to 50% of the wage rate of trainees to help defray personnel training costs. VDOL works with the employer and the participant to develop a training plan based on the needs of the employer and the skills that the participant possesses.

From the St. Johnsbury office

I was first introduced to S, age 30 and a father of three, as his TANF case manager. He had been unemployed since January, 2014 with experience working at a local supermarket and as a furniture laborer. Timeliness and dependability were not initially his strong suits. What stood out most about S from the beginning was his persistence. In various instances, S overcame homelessness, substance abuse, and re-obtained his driver's license.

In April, 2014, as a result of his hard work and determination, S became ready to begin his transition to employment. He was determined eligible for the WIA program. Through the use of an O'Net interest profiler, personal assessments, and some labor market research, it was determined that a position as a CNC Machine Operator would make a lot of sense for him.

With funding provided by the VT Department of Labor, S was able to enroll in an Intro to CNC course offered by Lyndon State College and the Northeast Kingdom Manufacturing Program. He completed 120+ hours of practice and training over the course of four weeks. On June 13, 2014 S received his certificate symbolizing successful completion. He was then offered a 3 month On the Job Training (OJT) opportunity in the sheet metal department at Northeast Precision (NEP). S completed his OJT in October, and remains employed full time with the company. He looks forward to continuing to develop his skills as he progresses with his career at NEP.

Work Experience

Work experiences allow individuals to "work" on a temporary basis to explore different types of careers. Individuals are expected to improve their soft skills so that they become more marketable in the work force. In addition, there may be an educational component tied to the Work Experience to enhance job competitiveness in a particular sector. The length of the work experience is determined by the needs of the individual. VDOL is the employer of record for all Work Experience participants

and pays a training wage equal to the State's minimum wage and covers the worker's compensation for each individual.

From the Newport office

S was referred to me by her Reach Up Case Manager for WIA services. She is a single mother of two. The father of her children is in prison on drug charges.

S was scheduled to participate in Cornucopia, a training program for women in transition to learn food service industry skills, from the ground up. The first five weeks of the training program saw a partnership between Cornucopia and Northeast Kingdom Learning Services. While participating in the soft skills training, participants' reading and math skills are assessed, and remedial education is provided if necessary. Fortunately for S, this was not an issue. This portion of the training also includes communication and job search skills. In addition to the classroom training, numerous field trips are arranged for the trainees to visit establishments to learn about and see every aspect of food service first hand – CSA's, senior meal sites, bakeries, and fine dining establishments. It is quite a learning experience where the participants can also begin to differentiate between "front of house" and "back of house" responsibilities.

Upon successful completion of the soft skills training, S began her WIA subsidized Work Experience working 30 hours per week at the Cornucopia site. Cornucopia provides Meals- on-Wheels food production for over 400 recipients. In addition, the site offers a senior meal site every Friday. The participants learn from experienced Chef/Instructors, and participate in ServSafe training and credentialing as part of the 14 week work experience program.

S quickly proved herself in the commercial kitchen environment and became a go-to person for other participants when Chef was assisting others. She did such a good job in the work experience that the Cornucopia Director, realizing a need for more hands in the kitchen, created a 15 hour a week paid position for Sonya to work in a Production and Chef Assistant capacity. That number was quickly increased to 30, and S is earning \$10.00 an hour.

Six months after starting her unsubsidized employment, she is still going strong and doing great things at Cornucopia. I am proud to have played a small part in her success.

Dislocated Worker WIA.

VDOL administers the WIA Dislocated Worker program and provides direct services through the AJCs and Rapid Response. Services are provided to individuals who have been terminated or laid off, or have received notice of termination or layoff, from employment generally due to plant closures or downsizing.

The Dislocated Worker Program provides re-employment services to adversely affected dislocated workers, which may include:

- Job search strategies
- Resume, cover letters, applications
- Referrals to jobs

- Labor market Information
- Interview preparation

Layoff Aversion and Rapid Response

VDOL provides Rapid Response activities in Vermont through AJC staff trained in Rapid Response. RR staff work closely with the AJCs, VDOL, Unemployment Assistance, the State WIB state and local business and economic development professionals, employer associations and organizations, unions and local educational institutions. RR information is gathered and supports the National Emergency Grant application and identification of resources to effect layoff aversion when possible.

Layoff aversion options, including incumbent worker retraining, can be offered so businesses can survive and employees retain employment. The Vermont economy has over 20,000 companies, with two-thirds of those employing 5 people or fewer, so Rapid Response, layoff aversion, and incumbent worker training is critical to maintaining employment to sustain and grow a viable economy in the State.

Governor Shumlin received Vermont legislative approval to use \$4.5 million in surplus funds to offer incentives to employers in “unforeseen and extraordinary circumstances” that would affect the state’s ability to attract or retain companies with substantial statewide or regional employment impact. The money is expected to greatly assist Windham County where the state’s only nuclear power plant, Vermont Yankee, is scheduled for shutdown in January 2015. VERMONT DOL is the key player in the workforce reemployment efforts, with excellent relations with the VY and the 4 unions on-site. VERMONT DOL has coordinated a 3-state DOL Rapid Response effort (NH, MA and VT DOLs) with weekly work sessions to provide RR services. Sessions have included presentations from the Workforce Development and UI programs, and 2 job fairs are scheduled (Oct. and Nov.) for VY employees.

State Apprenticeship

The VT Department of Labor administers the state apprenticeship program, and the Vermont DOL. Commissioner chairs the State Apprenticeship Council. Vermont DOL currently has more than 850 registered apprentices in over 30 occupations, including traditional building trades, child care, information processing, aerial tramways, health care, law enforcement and advanced manufacturing. Partner training providers include several state colleges, regional high school career centers, regional adult technical education, building trade unions and non-profit training providers.

Pre-apprenticeships and Partnerships

Vermont DOL in partnership with Vermont HITEC provides pre-apprenticeship opportunities with companies in healthcare, information technology, and advanced manufacturing. Vermont HITEC offers a unique approach to structuring a state-registered apprenticeship. The apprenticeship's classroom-based education component is frontloaded into an accelerated 10-week class that workers complete before joining a company as full-time, paid apprentices. Vermont HITEC has successfully applied this apprenticeship model to train workers in a wide range of high-demand occupations.

Central to Vermont HITEC's success is its strong partnership with the Vermont Department of Labor (VERMONT DOL). Vermont HITEC relies heavily on the staff that make up the VERMONT DOL's various divisions, including Labor Market Information, Workforce Development (including statewide WIBs), Unemployment Insurance, and Apprenticeship. VERMONT DOL offers a "one-stop" infrastructure that allows Vermont HITEC's model to be seamlessly integrated into a comprehensive workforce development solution that serves both employers and job seekers. This partnership was further formalized through the implementation of a recently awarded US DOL Job-Driven NEG grant received by Vermont DOL and Vermont HITEC.

Vermont HITEC has found that its model of apprenticeship can be adapted for almost any occupation and industry. Using it, the organization has recruited, educated, graduated, and placed in apprenticeships:

- Nearly 400 CNC machinists and machine operators for employment with Hypertherm, an advanced manufacturing company based in Hanover, New Hampshire, and another 150 CNC machinists with small to medium-sized companies throughout Vermont and New Hampshire
- More 25 apprentices with Husky Injection Molding Systems with a plant located in Milton, Vermont, including the development of a high school Husky Summer Institute where high school juniors and seniors participate in a fulltime paid 8-week summer internship while receiving college credit and gaining hands-on experience in an advanced manufacturing environment.
- More than 38 software engineers, software analysts, and support specialists for GE Healthcare—formerly IDX Systems Corporation and located in Burlington, Vermont—a health care information systems solution provider.
- Fourteen application software support specialists with Vermont Information Processing, a Colchester, Vermont, company that provides information systems accounting and data services solutions for more than 50 percent of U.S. beer distributors.

- More than 140 health care apprentices with Fletcher Allen Health Care, Vermont's academic medical center, and another 50 health care apprentices with Dartmouth-Hitchcock, New Hampshire's academic medical center. The apprentices are in positions ranging from practice support specialists and registration representatives to medical coders, electronic health records IT specialists, licensed nursing assistants, phlebotomists, medical assistants and pharmacy technicians.

Eastern States Apprenticeship Council

The Vermont Department of Labor was proud to host the 70th anniversary of the Eastern Seaboard Apprenticeship Conference at The Hilton in downtown Burlington in early June. More than 200 people attended the conference. This conference is the oldest conference in the United States. ESAC is made up of apprenticeship representatives from 14 Atlantic coast states and the District of Columbia. ESAC is designed to promote registered apprenticeship programs and includes representatives from Labor, Management, State, Government, Educational Facilities and businesses.

This annual conference is a vital forum for business & industry, contractors, educators, labor organizations and apprenticeship programs to hear the latest federal and state regulations and policies governing apprenticeship and to view cutting edge technologies in the workplace.

Trade Adjustment Assistance (TAA)

Trade Adjustment Assistance (TAA) is a federal program to assist adversely affected workers prepare for reemployment as quickly as possible.

During the WIA 2013 Program Year, Vermont experienced eight certified trade petitions statewide. The approximate size of the adversely affected workforce was over 800 workers. This was a substantial increase from the previous program year in which there were five certifications affecting approximately 200 adversely affected workers.

The Trade program is housed within VDOL. The TAA program is managed by the Workforce Development Division and the TRA program is managed by the Unemployment Insurance Division. When working with trade-affected workers, all divisions work together in providing accurate information to the trade-affected workers

When adversely affected workers become certified under the Trade program, a Trade Informational Session is held for the adversely affected workers with representatives from both divisions, Rapid Response, and case managers from the statewide Career Resource Centers.

YOUTH SERVICES

Youth services are provided by WIA youth case managers through the Vermont Career Service Centers. WIA case managers develop strong partnerships with local employers and community partners to assist with the development of skills, knowledge and competencies that lead to jobs and careers, linking work and learning to better prepare the young Vermont Workforce. A key initiative is the federally funded Summer Employment Opportunities. Youth services are provided by WIA youth case managers through the Vermont Career Service Centers. WIA case managers develop strong partnerships with local employers and community partners to assist with the development of skills, knowledge and competencies that lead to jobs and careers, linking work and learning to better prepare the young Vermont Workforce. A key initiative is the federally funded Summer Employment Opportunities.

The Burlington School Food Project partnered with VDOL and local business Dealer.com, teamed up on a cutting edge Food Truck that was launched in 2014. The Food Truck is an extension of the existing hands-on gardening and cooking programs, and takes the district's dynamic food culture to the streets. The mobile restaurant provides a culinary job training program that employs students from both Burlington High School and Burlington Technical Center. It will also be integrated into academic classes such as financial literacy and culinary arts. The Food Truck will serve as a mobile classroom during the school year and a source of individual learning during summer months. In the first year, the Food Truck program aims to provide 8 positions to Chittenden County youth, including students from Burlington High School, Winooski High School, and the Burlington Technical Center, which draws from 6 additional local schools. We will work with VERMONT DOL staff to connect with out-of-school youth who could benefit from our program.

The Burlington School Food Project is the largest Farm to School program in Vermont. Widely recognized as a model program for the rest of the state and country, we offer wholesome and nutritious meals daily to 4,000 students in the Burlington School District daily including breakfast, lunch, and after school supper. More than 1/3 of foods purchased are sourced locally, and our Farm to School team runs a network of educational programming including a greenhouse, farm, and orchard on three different school properties.

Success Story from Franklin County, Vermont:

We have a young lady who is from Richford, Vermont. She and her mother were living with an individual who was making and selling drugs, not a good environment, so her mother decided to move out. Prior to this happening all of their paper documents were destroyed. They reached out to the Vermont Department of Labor and the W.I.A. Youth Development Facilitators were engaged.

In order to qualify for help, they needed assistance in obtaining new social security cards, and birth certificates. The Franklin County Internship Program stepped up along with the Vermont Department

of Labor to assist in getting the needed documents. Once accomplished, this young lady was successfully enrolled in the W.I.A. Program. She did some work experience at The Crossing Restaurant near her home, so that she could walk to work. The W.I.A. program assisted in providing suitable clothing for interviews and work. The young woman insisted on doing odd jobs to help pay for the clothing that she received.

During her senior year, the school guidance counselor and the Franklin Country Internship Program found a tutor who assisted with her learning disability. They drove her to visit Castleton and Johnson State Colleges and helped her apply. She was accepted at Johnston State College where she is currently a freshman.

Summer Youth Employment Opportunity (SEO).

Vermont DOL has an aggressive WIA funded SEO Program that has many innovative programs statewide. The Vermont Department of Labor's Summer Youth Employment Opportunity program is an essential part of the services we provide to Vermont's "at risk" youth and community partners. This program allows local partnering agencies to create and administer work experience and training programs with financial and case management support from VDOL.

In summer 2013 VDOL was able to award 12 SEO grants and serve approximately 150 youth throughout the State of Vermont.

Success Story from Chittenden County, Vermont

T came to VDOL age 17, high school dropout, lives with mom, grandmother, and siblings. Has some contact with biological father but he is not really in the picture much.

T dropped out of high school because he was not being challenged and rather than wait it out until June 2014 and walk away with a diploma, he opted to search for something more and left. He tried employment at a local Grocery Stores but became frustrated when his employer would not change his schedule to meet some other demands he had. As a result he left.

Jobless, without a Diploma, and angry at times, he came to VDOL. He has been in conversation with the YouthBuild program following a flier he had seen and a conversation with YouthBuild staff. Enrollment was completed, and a self-paced plan was created.

T participated in SEO at ReSource partner of YouthBuild; he has created a High School completion plan with his local high school and will earn his diploma in June, 2014; he will also have CPR/First Aid certification, PACT certification, OSHA 10 certification, and will pursue his driver's license.

He notes that he has learned valuable skills in planning, participating, follow through, commitment, and the need to be a hard worker. He realizes not everything comes easy and you need to have patience.

Following graduation from YouthBuild, Travis will work to secure full time employment with a local construction company.

Summer Employment Opportunity images



Trail work and Montpelier Peace Park



One SEO training participant working with International Volunteers is repairing a drainage ditch. The International Volunteers come from various countries and spend about 3 weeks in Vermont working for non-profits. Our SEO participants engage in conversation to increase the international volunteer participants' understanding of English. In trade, our SEO participants learn tolerance and learn about different cultures.

REACH UP (TANF)

VDOL worked closely with the Economic Services Division of the Agency of Human Services to serve low income, public assistance TANF recipients.

Operational and staffing costs were funded through a MOU with the Division of Vocational Rehabilitation. VDOL provided intensive case management and placement services to TANF recipients, collaborating with multiple community and State partners. VDOL Reach Up Case Managers referred many TANF recipients to our various programs (WIA, Veterans program, Unemployment, and Vermont Joblink). Performance measures demonstrate that VDOL engaged clients in countable work activities and provided resources that led to employment, generating enough income to effectively close their public assistance (TANF) grants.

During the last three months of FY14, VDOL continued to provide services to TANF recipients and prepared for the transition to serving the 3Squares ABAWD (Able Bodied Adults without Dependents) effective July 1, 2014.

On June 30, 2014, VDOL's arrangement with DVR and CWS ending with outstanding performance for FY14. 98% of participants referred were engaged in employment related activities within 30 days; 53% of participants were engaged in subsidized or unsubsidized employment within 90 days; 49% of the participants were employed and 34% of the participant cases were successfully closed.

Veterans Services

VERMONT DOL's AJC staff, including our DVOP and LVER staff, work to ensure Priority of Service through skill assessment, job/skill training, job development, employer outreach efforts, targeted job fairs, job recruitment, placement, counseling and other support services. Focusing and collaborating with our partner agencies in the Veterans programs and advocacy initiatives, as well as with employers required and/or committed to hiring veterans, our DVOP and LVERS work hard to ensure job openings, opportunities and trainings are readily available to registered veterans.

How LVERs and DVOPs are integrated into the Workforce System

Vermont's LVER and DVOP staff are fully integrated into the delivery of services to Veterans in Vermont's American Job Centers and labor exchange services system. The Vermont Department of Labor (VDOL) is Vermont's designated Wagner-Peyser, LVER and DVOP program as well as Vermont's American Job Center (AJC) administrator. Vermont is a single Workforce Investment Board state, and VDOL also administers all WIA and TAA funds that come into the state and is the primary WIA program operator.

All of the identified programs are directed by the VDOL Director of Workforce Development and closely monitored by the Vermont Veterans Program Manager to ensure that both the LVER and DVOP programs are fully integrated into Vermont's Workforce delivery system. LVERs and DVOPs work closely with the VDOL ES, WIA, and TAA staff in each of VDOL's AJCs as well as with other co-located partner staff. LVERs and DVOPs attend regional staff meetings which affords the opportunity to educate staff about the special employment and training needs of Veterans and other eligible persons and facilitate the delivery of the necessary intensive and core services. LVERs are active participants in the employer relations program.

Programs, Initiatives, and Services for Serving Veterans

The Vermont Department of Labor has participated in numerous Veterans' focused activities, programs, and initiatives over the past year. These included the third year of the Governor's Make Vermont Home Campaign, US Chamber of Commerce 'Hire Our Heroes' job fairs, and in December of 2013, a statewide Veterans Employment meeting. 32 attendees, including LVERs, DVOPs, Educational Institutions, Veterans' Outreach organizations, National Guard, Commissioner Noonan, Director of Vermont Veterans' Affairs, Chair of the Governor's Veterans' Advisory Committee, and Deputy Regional Administrator DOL-VETS.

In addition to these initiatives, we continued to focus on the Veterans Re-education and Assistance Program (VRAP), the Post 9/11 Gold Card program, new Roles and Responsibilities for the Jobs for Veterans State Grant, and Veterans' Era Readjustment Assistance Final Rule, that became effective March 24, 2014, making changes to the regulations implementing Section 503. These initiatives kept the team busy throughout the year.

Other initiatives included the Lyndon State College Veterans' Summit, Veterans' Outreach event, coordinated by the Northfield American Legion. Both events provided Veterans access to services and other important resources. VDOL Veterans' Program Coordinator also attended Vietnam Veterans' Welcome Home Day.

VRAP, Gold Card, and Post 9/11

Since its inception, VDOL has made a special effort to reach out to Veterans who are eligible for VRAP, Gold Card, and Post 9/11 services. This was achieved by running special reports to identify eligible Veterans and target them for services. The Veterans team sent targeted mailings to these Veterans by region and conducted follow-up phone calls and/or emails. Ongoing training and guidance has been provided to our State as the Veteran's Program Coordinator developed a step by step procedure for tracking requirements and protocols for the team.

VRAP concluded in June of 2014.

Job Fairs

The US Chamber with VDOL held a Hire Our Heroes job fair in November of 2013. This event was open to Veterans in the morning and the general public in the afternoon. Over 40 employers participated and over 150 individuals attended. Multiple job fairs were held in other parts of the state, including Bennington, Rutland, Franklin County, as well as IBM's job fair.

Policy on Priority of Service for Veterans and Eligible Spouses

The Department of Labor (DOL) regulations (20 CFR Part 1010) effective 01/19/2009 mandate "priority of service" (POS) to Veterans and eligible spouses seeking service from qualified job training programs. Qualified job training programs are defined as "any workforce preparation, development or delivery program or service that is directly funded, whole or in part, by the Department of Labor."

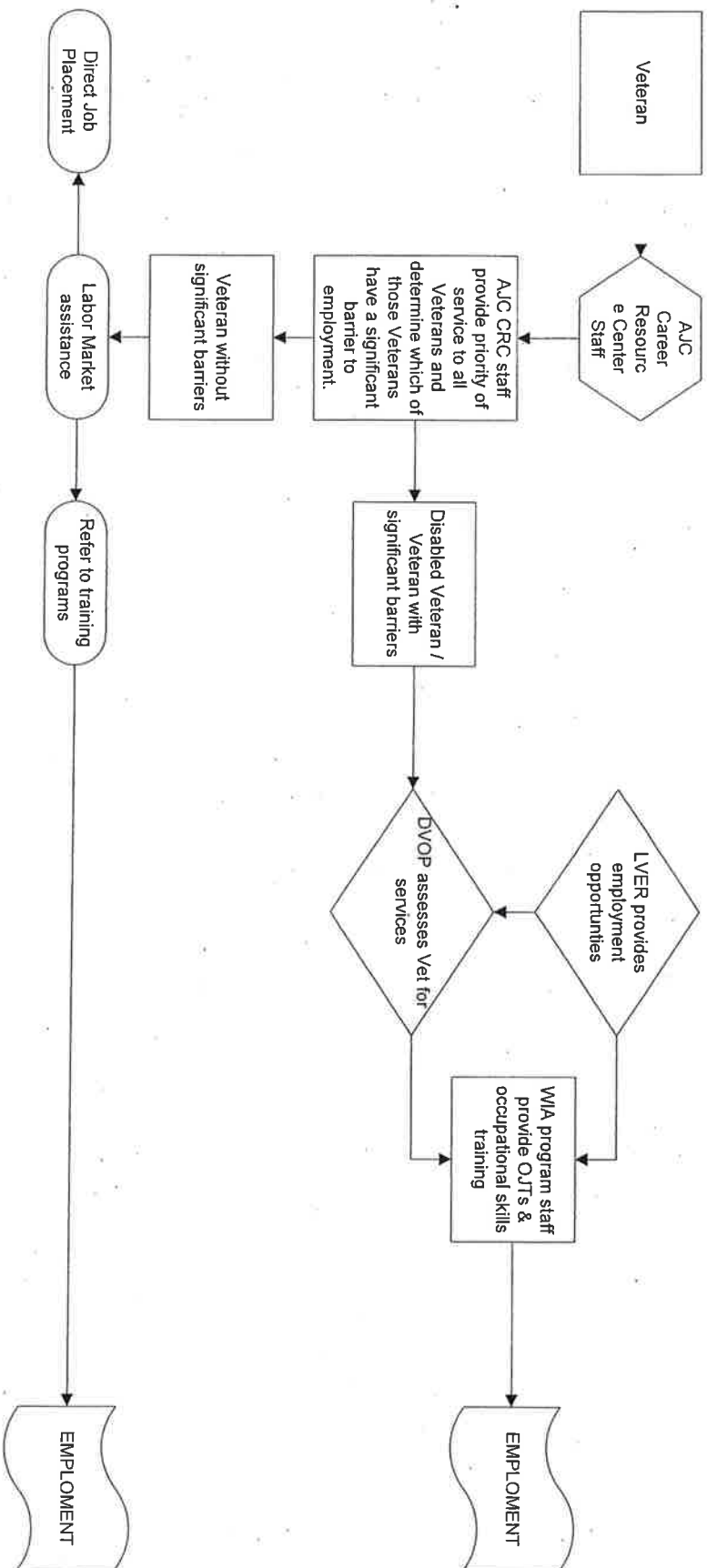
Disabled Veterans' Outreach Program (DVOP) Specialists provide intensive services to meet the employment needs of disabled and other eligible veterans, with a case- management approach that individually tailors training and job placement opportunities for those who are economically or educationally disadvantaged, including homeless veterans and veterans with severe barriers to employment.

Local Veterans' Employment Representatives (LVER) conduct outreach to employers and engage in advocacy efforts with hiring executives to increase employment opportunities for veterans and monitor all job listings from federal contractors and agencies to ensure Veterans receive priority of service, in referrals to these positions. LVER staff conduct seminars for employers, job search workshops for veterans seeking employment, facilitate priority of service in regard to employment, training, and placement services furnished to veterans by all staff members.

Success Story

A Local VDOL Veteran Employer Representative reached out to a local company and found out that another company needed assistance in finding qualified and reliable individuals who could represent the company in a positive way, and deliver and set up high end office equipment to professional organizations throughout the State. A follow up visit and presentation was conducted with the president of the company, the result of which was an employer account being set up on Vermont Job Link. As VDOL's Vet Rep was posting the job, a Veteran, who was a recent Combat Veteran, had combat driving experience, and carried himself very well came into the office. After speaking with the Veteran about delivering and assembling office equipment furniture, VDOL's representative called the employer, advising him that the job had not yet posted, however he had a Veteran who could do an outstanding job for him. The Veteran left immediately for an interview and was hired on the spot! The job started at \$15/hour with full benefits. A week later, the newly hired Veteran called expressing his deep gratitude because now he had a job which was a great fit for him and he could afford to bring his fiancé from Vietnam.

Two weeks later the employer called and said "Can you send me another Veteran that is a clone of the first?" He said he is an outstanding employee and he would appreciate another! VDOL was able to send another Veteran who also had extensive combat driving experience to the employer. He too was hired on the spot. A week later, the employer called expressing his gratitude for the two very quick fill jobs we helped him with. He couldn't be happier!



VERMONT CONTINUES TO “MAKE VERMONT HOME”

Now in its third program year, the “Make Vermont Home” project continues to be a rich source of employment leads and a valuable opportunity to connect with Vermont employers. This cross-divisional project between the Workforce Development and Economic & Labor Market Information divisions within the Vermont Department of Labor communicates daily with Vermont employers to better understand their labor force needs. During this past program year (July 2013 through June 2014), the “Make Vermont Home” initiative successfully completed 3,308 employer contacts which identified 6,375 open positions in the Vermont economy. These identified open positions are recorded and distributed daily to the local Career Resource Centers or American Job Centers to help in further placement activities. In addition, monthly compilations of the daily data are produced to assist in understanding broader trends within the Vermont labor market. This program continues to be successful because of its tailored approach to employer outreach. The call list can be adjusted to focus on a particular region or industry in response to changing economic conditions.

OUTREACH TO AGRICULTURAL EMPLOYERS.

PY2013 has seen a slight increase in H-2A Visa requests within Vermont. The state has approximately 42 employers requesting the certification of almost 490 positions, up from 418 positions the previous year.

Outreach to Agricultural employers in Vermont has also increased significantly during the course of PY2013. The Vermont Department of Labor and the Vermont Agency of Agriculture have proactively “sat down at the table” in order to strengthen existing, and develop new partnerships with the Department of Health, Vermont Farm Health Task Force, Department of Public Safety, UVM Extension Service and numerous other State agencies and non-profit organizations to provide improved services and education to our farming communities. The current development of a new prevailing practice survey, utilizing current technology, will not only streamline the survey process for employers, but will also simplify the data collection process and ensure accurate results through increased availability to more employers and ease of the new survey. 153 prevailing practice surveys were sent out to the diversified and expanding crop growers (fruit, berries, vegetables, apples) to better understand the changes in the agricultural landscape. This diversification and growth has changed the employment requirements for some agricultural workers, including the level of experience and education needed.

153 employers are surveyed for not only the prevailing practice, but a total of 570 individual Prevailing Wage Surveys were mailed out to those employers to capture the most accurate picture available for Vermont Agricultural Wages.

In addition, through collaboration with the Maine Department of Labor, the Northeast Regional Woods (Logging) Surveys are also mailed and completed in Vermont by 59 logging employers. The results of the logging surveys (Prevailing Wage and Prevailing Practice) are sent to the Maine Department of Labor's Center for Workforce Research and Information to be included in the Northeast Regional Logging Report.

Job Service Quarterly REPORT -- Ending on 06/30/2014
Report Period: Jul 1 2013 Through: Jun 30 2014

	MSFW (number)	MSFW (percent)	Non-MSFW (number)	Non-MSFW (percent)	Equity	
Part Three						
A	Total Applications	<u>27</u>	100	39217	100	
1	Referred to Employment	<u>4</u>	14.81	3678	9.38	Yes
2	Received Staff Assisted Services	<u>16</u>	59.26	18965	48.36	Yes
3	Referred to Support Service	<u>1</u>	3.7	4570	11.65	No
4	Career Guidance	0	0	688	1.75	No
5	Job Development Contact	0	0	7	0.02	No
					Compliance Indicator	Compliance Level
Part Four						
1	Placed in Job	<u>1</u>	3.7	186	0.47	No 42.5
2	Placed \$.50 above min Wage	0	0	113	0.29	No 14
3	Placed in Long Term non-ag Job	0	0	139	0.35	No 3

AMERICAN JOB CENTER BRANDING

The Department of Labor's Employment and Training Administration (ETA) announced a unifying name that will identify all publicly-funded workforce development services as part of a single network. ETA is encouraging states, to implement the American Job Center brand. Vermont's Department of Labor is gradually implementing American Job Center branding that began with the redesign of the Department's website where the AJC branding has been applied. The Department is currently using the AJC logo for job fairs, employer hiring events and in Rapid Responses. We are in the process of redesigning our Career Resource Center signage to incorporate the AJC logo.

ENTERGY VERMONT YANKEE PROJECT PROJECT SUMMARY.

Entergy Vermont Yankee is a Nuclear Power Plant operated in Vernon, Vermont. The plant employed about 650 people at the time they announced the anticipated plant closure in August of 2013. The actual date of the shutdown for Entergy Vermont Yankee will take place on or about December 29, 2014. The first round of layoffs will occur on January 19, 2015. The second will occur in early 2016. Employees at Vermont Yankee are employed at both the Vernon Nuclear Power Plant and the Brattleboro Training Center. These are highly skilled and educated individuals who earn on average a six figure salary. This facility closure will have a negative impact on the Southern Vermont Economy where the medium wage is \$38,230 as of 2012 according to the Vermont Labor Market Information Demographic Report.

The Entergy Vermont Yankee Employees, although highly skilled, will be faced with many challenges in finding suitable employment comparable to the wages they have previously earned. It is the goal of Vermont Department of Labor to work closely with these individuals and the company in order to create a smooth transition from Vermont Yankee to other employment opportunities. In turn, we hope this will assist in maintaining some of Southern Vermont's economic stability along with the bordering states of New Hampshire and Massachusetts.

Partnerships.

Vermont Department of Labor has been working in partnership with the State Labor Departments in both New Hampshire and Massachusetts since September of 2013. Together we have been meeting regularly in order to plan Unemployment Rapid Responses, Job Fairs, and Workforce Informational Sessions.

In May of 2014, Vermont Department of Labor hosted a tri-state meeting and invited other state officials and community organizations to the table. They included the State Labor Departments of New Hampshire, Massachusetts, Vermont, Entergy Vermont Yankee, Local IBEW Union reps, a Union Steward from Yankee, Agency of Commerce, Brattleboro Development Credit Corporation, and a representative from the Vermont Governor's office. We reviewed applying for the Trade Adjustment Assistance program, National Emergency grants, holding informational sessions regarding unemployment, workforce services, holding a local job fair, and the Vermont Yankee Trust.

Entergy Vermont Yankee has been a valuable partner in the entire Rapid Response process. They advertised all the services provided through mass emailings and created postings on a webpage dedicated to marketing helpful resources during the shutdown process.

Unemployment Rapid Response.

Sessions for Unemployment Rapid Responses were held at Vermont Yankee. We estimated that over 100 individuals attended the unemployment seminars. Information presented included information about retirement, severance, retention packages and how those can affect claiming unemployment. The State Labor Departments of New Hampshire and Massachusetts were also on hand to answer any questions.

Trade Adjustment Assistance Petition.

The TAA petition was filed with the United States Department of Labor and the local Vermont TAA Coordinator. The application is currently in the investigation process.

A majority of the research associated with filing the TAA petition came from ISO- New England, The Biennial Report from the Vermont Public Service Board and the United States Energy and Information Administration. The petition focused on the amount of power that Vermont imports from Canada and tying that into the change in market conditions and competition of the low prices for natural gas that eventually lead to Entergy Vermont Yankee announcing the anticipated closing of the Vernon plant.

Workforce and Labor Market Information Presentations.

Workshops included information about the Workforce Division, local Resource Center services, Veterans' program and Labor Market Information. The other state Labor Departments of New Hampshire and Massachusetts have or will hold their own state Workforce Rapid Response Sessions. Massachusetts held their sessions on November 6, 2014 and New Hampshire will hold theirs on November 12, 2014.

Summary.

Vermont Department of Labor will continue to provide services to those affected Vermont Yankee employees in both the first and second round of layoffs. It is anticipated that the second round of services will begin in the summer of 2015. The actual layoff will occur in early 2016. Vermont Department of Labor will continue to work with both the State Labor Departments of New Hampshire and Massachusetts to coordinate services to the affected Vermont Yankee employees.

STATE GRANTS—WORKFORCE EDUCATION AND TRAINING

Again this year the Vermont Legislature appropriated money for the Workforce Education and Training Fund (WETF) which allows VDOL to award grants for occupational training to Vermont workers who are unemployed, underemployed, or at risk of becoming unemployed. Applications come from a diverse cross-section of our economy and projects include training in health care, culinary arts, agriculture, solar energy, construction, manufacturing, and much more. Descriptions of some of the innovative programs from this year follow:

Vermont Works for Women was awarded a grant for their ‘Step Up to Law Enforcement Program’ to train women in the basic skills required to obtain employment in the field of law enforcement. Below is a story about one of the successful participants.

Success Story. Breaking into Corrections

CC was our very first applicant for the Step Up to Law Enforcement program this year. Her story is a familiar one. She is bright, energetic, strong and determined. Yet, despite her best efforts, her aspirations to go into law enforcement were thwarted as her life took unexpected twists and turns. She married young and when that partnership didn’t work out, she was forced to work a string of jobs that, although they provided financial support for her family, were largely unfulfilling. As her children grew and life moved on, Cathy felt further away from her dream of working in law enforcement. Although she knew what she wanted to do, she wasn’t sure how to break into the field. When she applied for the Step Up program, she was working a security position with a Vermont company. She was enthusiastic and energized to find a position that gave her more meaning, responsibility and challenge.

“I have always wanted to become...either a police officer or correctional officer. I came from a family that has many relatives and friends in the corrections field. I have always found it to be interesting, challenging and rewarding. I have always thought of myself as being a part of the team to help our society and to protect those that can’t help themselves and need direction. When I heard of the Step Up for Law Enforcement program, I knew that I had my chance.”

During the nine-week Step Up to Law Enforcement training program, CC worked hard – practicing public speaking and interviewing techniques, revising her resume, and learning about the numerous options that the field of policing had to offer.

She honed in on working with Corrections as a career goal and specifically identified the local female prison facility – Chittenden Regional Correctional Facility (CRCF) – as her target employer.

Before the Step Up program ended, she applied for an open position at CRCF and was hired in July, spending five weeks at the Vermont Corrections Academy this summer.

Today, she works as a correctional officer at CRCF; she makes \$10,000 more annually than she did as a security officer! And best of all, Cathy works in a profession that offers both advancement and challenge, neither of which were available in her past work.

We are so proud of Kathy's determination and rapid progress!



Capstone Community Action received funding to provide intensive classroom and hands-on instruction in culinary and technical skills to underemployed and unemployed Vermonters. The Vermont Foodbank is collaborating with Capstone to expand its Community Kitchen (CK) Academy program to Capstone's new facility in Barre, VT.

Working in Capstone's new commercial kitchen, low-income individuals living in the targeted region of Barre and surrounding communities in Central Vermont will receive professional job training, certification, academic credit and job placement through the CK Academy.

Approximately 10,000 pounds of meals will be produced with donated product annually, which translates to approximately 30,000 portions per year.

STATE GRANTS—INTERNSHIP

A portion of the Next Generation state appropriations are designated by the Vermont Department of Labor to fund Secondary and Post-Secondary Internship Programs, which support work-based learning opportunities with Vermont employers. Applicants include Vermont employers, trade, business and labor associations, schools, and other public and private entities, which have the capacity to manage internships and match Vermont employers with students and recent graduates from public and private secondary and post-secondary schools. All programs must provide an opportunity for interns to learn skills, attitudes, and behaviors necessary to succeed in the workplace, while exploring career options. Descriptions of a few of the funded programs follow:

Vermont Adaptive Ski & Sports

Vermont Adaptive Ski and Sports is the largest year-round disabled sports non-profit organization in Vermont offering the most diverse program opportunities and unique, specialized equipment.

Vermont Adaptive promotes independence and furthers equality through access and instruction to sports and recreational opportunities including alpine skiing, snowboarding, and other winter sports; kayaking, canoeing, sailing, cycling, hiking, rock climbing, tennis, horseback riding, and more. We serve clients of all abilities with physical, cognitive and emotional disabilities from all over the world in three locations in Vermont during the winter – Killington Resort and Pico Mountain in Killington; Sugarbush Resort in Warren; and Bolton Valley in Bolton. Summer programs are provided state-wide.

Vermont Adaptive offers post-secondary students the opportunity to learn about working with people with disabilities, non-profit organization management, specialized training in adaptive sports, event management, fundraising and more.

Navicate and 4 statewide partners

Vermont State Internship funds support Navicate's Training Interns and Partnering for Success (TIPS) statewide partnership. TIPS provides youth (ages 16+ with an opportunity to learn pre-employment skills, participate in an internship with a local business, earn high school credit, and potentially gain paid employment. The pre-employment skills course involves student self-reflection and preparation for success in a local business. Students examine their strengths and interests and project how they will utilize these to accomplish their career goals. Instruction emphasizes building 21st century skills, especially effective communication, problem solving, flexibility, creativity and innovation. The next stage is a 40 hour unpaid internship with a local employer. Students create a training plan and work closely with business professionals in their field of interest. Once they have completed all TIPS program requirements, students may be considered for competitive paid employment.

VDOL SPECIAL PROJECTS

Women's Economic Opportunity Conference

On October 19, 2013, Vermont's 17th Annual Women's Economic Opportunity was held at Vermont Technical College. This free conference, presented by US Senator Patrick Leahy, draws hundreds of women from around Vermont for workshops and discussion groups that provide important tools to support women at all stages of professional and personal development. In the interest of making the conference accessible to all, food and childcare are provided at no cost for attendees. Since its inception, the Vermont Department of Labor has had a representative on the planning and implementation committee, as well as tabling at the event, and providing sponsorship funds.

This year's conference featured nearly 30 morning and afternoon workshops, including a range of offerings designed to help participants make better use of, and better understand social media.

Patty Stonesifer, a former Senior Vice President at Microsoft and founding Chief Executive Officer of the Bill & Melinda Gates Foundation, was the keynote speaker. Ms. Stonesifer recently took on a new and challenging role as President and CEO of Martha's Table, a Washington-based nonprofit dedicated to meeting the needs of low-income and homeless children, families and individuals working to break the cycle of poverty.



Keynote speaker, Patty Stonesifer, Vermont Public Television's Fran Stoddard, Senator Patrick Leahy and Marcelle Leahy.

What Makes Vermont Special?

There are some places that move us, make us think differently about things, spur us to new heights. With its mountains, lakes, forests, and view-to-forever vistas, Vermont is one of those places. As naturally beautiful as it is unforgettable, Vermont is a great place to clear your mental “cache” and refocus your outlook. Interestingly, for all its Green Mountain glory, Vermont is also filled with sophistication.

In July of 2013, the Vermont Department of Labor submitted a bid to NASWA to host the 78th Annual Conference in Burlington, VT. NASWA accepted the bid and *Vermont: A Special World: Quality Work/Quality Life* was scheduled to take place in September of 2014. Once the hotels were secured, the actual planning process began with VDOL staff, a meeting planner, and Washington-based NASWA staff. The meeting planner made a site visit to Vermont, meeting with the Commissioner, Director of Workforce Development, and staff as well as visiting the selected hotels and event venues. VDOL staff continued working with the various venues, participating in conference calls, contract negotiations, and planning.

In February, NASWA holds its Winter Policy Meeting, which VDOL staff attended and made a presentation inviting participants to Vermont in September. By the end of June, registrations were coming in, agendas were finalized, entertainment, menus, and final details had been secured and a successful conference was in sight.

